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EMPLOYEE WARNING NOTICE
NOTIFICACION DE ADVERTENCIA AL EMPLEADO

DATE/ FECHA: 6 / 2 / 03

NAME/ NOMBRE: Joseph Smith

SOCIAL SECURITY NUMBER/ NUMERO DE SEGURO SOCIAL:

DEPARTMENT/ DEPARTAMENTO: Line Haul

DATE OF HIRE/ FECHA DE CONTRATACION: 1 / 1

COMPANY POLICY/ POLITICA DE LA COMPAÑIA: He should let me
mr when he take off or Call

VIOLATION/ VIOLACION: Joseph was not home when
i went to Pick him up or he did
not Call

ACTION/ ACCION: ORAL 1ST/ PRIMERA 2ND/ SEGUNDA FINAL

I have read this warning and understand the above violation. I understand that disregard of company policies could result in disciplinary action up to and including discharge. He leido la violación
mencionada. Entiendo que faltar a las políticas de la compañía puede resultar en acción disciplinaria
que podría incluir el despido.

Joseph Smith
Employee's Signature/ Firma del empleado

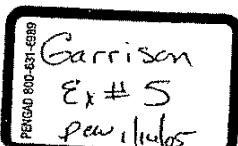
6 / 3 / 03
Date/ Fecha

Garrison Garrison
Supervisor/ Foreman Signature

6 - 2 - 03
Date

Human Resources Manager's Signature

Date



EMPLOYEE WARNING NOTICE
NOTIFICACION DE ADVERTENCIA AL EMPLEADO

DATE/ FECHA: 5 / 30 / 03

NAME/ NOMBRE: Joseph Smith

SOCIAL SECURITY NUMBER/ NUMERO DE SEGURO SOCIAL:

DEPARTMENT/ DEPARTAMENTO: Line Haul

DATE OF HIRE/ FECHA DE CONTRATACION: 1 / 1 / 1

COMPANY POLICY/ POLITICA DE LA COMPAÑIA: He should let me no when he take off. or Call

VIOLATION/ VIOLACION: Joseph was not home when i went to pick him up or he did not Call

ACTION/ ACCION: ORAL 1ST/ PRIMERA 2ND/ SEGUNDA FINAL

I have read this warning and understand the above violation. I understand that disregard of company policies could result in disciplinary action up to and including discharge./ He leido la violación mencionada. Entiendo que faltar a las políticas de la compañía puede resultar en acción disciplinaria que podía incluir el despido.

Joseph Smith Jr.
Employee's Signature/ Firma del empleado

6 / 3 / 03
Date/ Fecha

Joseph M. Martin
Supervisor/ Foreman Signature

5 - 30 - 03
Date

Human Resources Manager's Signature

Date



EMPLOYEE WARNING NOTICE

NAME Clarence Heath DATE 12-23-02

DEPARTMENT Live Haul ID #

DATE OF HIRE

WORK RULE Be work on Time

VIOLATION

Clarence was late for work. He came to the second stop but I told him that I did not need him we were just about done. Unexcused

ACTION

3RD

ORAL

1ST

2ND

3RD

I HAVE READ AND UNDERSTAND THE ABOVE VIOLATION. I UNDERSTAND THAT DISREGARD OF COMPANY RULES COULD RESULT IN DISCIPLINARY ACTION OR DISCHARGE.

EMPLOYEE SIGNATURE Refused to sign 12/27/02 until then

SUPERVISOR'S SIGNATURE Joseph Garrison

HUMAN RESOURCES MANAGER

Mountaire Farms of Delaware, Inc.
P.O. Box 710, Sodalisville, Delaware 19975-0710



EMPLOYEE WARNING NOTICE

NAME Clarence Heath DATE 10-21-02
DEPARTMENT Line Haul ID # _____
DATE OF HIRE _____

WORK RULE _____

VIOLATION

Clarence did not work on this day. Because he said he had something to do.

ACTION 1ST 2ND 3RD

I HAVE READ AND UNDERSTAND THE ABOVE VIOLATION. I UNDERSTAND THAT DISREGARD OF COMPANY RULES COULD RESULT IN DISCIPLINARY ACTION OR DISCHARGE.

EMPLOYEE SIGNATURE He refuse to sign.

SUPERVISOR'S SIGNATURE Joseph J. Curran

HUMAN RESOURCES MANAGER _____

Mountaire Farms of Delaware, Inc.
P.O. Box 710, Soddy-Daisy, Tennessee 37375-0710



EMPLOYEE WARNING NOTICE

NAME Clarence Heath DATE 10-18-02
DEPARTMENT Line Haul ID # _____
DATE OF HIRE _____

WORK RULE Be work on time

VIOLATION
Late for work Miss 1 load

ACTION 1st ORAL 2nd WRITTEN 3rd

I HAVE READ AND UNDERSTAND THE ABOVE VIOLATION. I UNDERSTAND THAT DISREGARD OF COMPANY RULES COULD RESULT IN DISCIPLINARY ACTION OR DISCHARGE.

EMPLOYEE SIGNATURE He Refuse sign.

SUPERVISOR'S SIGNATURE Joseph German

HUMAN RESOURCES MANAGER _____

Mountaire Farmers of Delaware, Inc.
P.O. Box 710, Sodalisville, Delaware 19975-0710

EMPLOYEE WARNING NOTICE
NOTIFICACION DE ADVERTENCIA AL EMPLEADO

DATE/ FECHA: 7/10/02

NAME/ NOMBRE: Clarence Heath

SOCIAL SECURITY NUMBER/ NUMERO DE SEGURO SOCIAL: _____

DEPARTMENT/ DEPARTAMENTO: Line Haul

DATE OF HIRE/ FECHA DE CONTRATACION: 7/1/02

COMPANY POLICY/ POLITICA DE LA COMPAÑIA: _____

VIOLATION/ VIOLACION: Clarence did not come to the second stop. Left the job unexcused

ACTION/ ACCION: ORAL 1ST/ PRIMERA 2ND/ SEGUNDA FINAL

I have read this warning and understand the above violation. I understand that disregard of company policies could result in disciplinary action up to and including discharge./ He leido la violación mencionada. Entiendo que faltar a las políticas de la compañía puede resultar en acción disciplinaria que podría incluir el despido.

Clarence Heath
Employee's Signature/ Firma del empleado

7/11/02
Date/ Fecha

Joseph Garrison
Supervisor/ Foreman Signature

7-10-02
Date

Human Resources Manager's Signature

Date